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ABSTRACT

Salary data for full-time faculty in 61 selected disciplines at 299 private colleges and universities were obtained through the 1982-1983 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities. Information was collected on 9- or 10-month academic year salaries for almost 30,000 full-time faculty members employed at private colleges and universities that grant primarily baccalaureate degrees. Definitions of study variables are provided, including average salary, high salary, and low salary, and new assistant professor (i.e., faculty hired for the first time in fall 1982). For each discipline and major field, statistical tables provide salary data for five faculty ranks. Examples of the type of analyses that are possible using the data available are included. A list of the 61 disciplines and major fields is provided, including codes that refer to the National Center for Education Statistics' Classification of Instructional Programs and the Higher Education General Information System Taxonomy. A list of participating institutions is provided. (SW)

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ED274226

CUPA 1982-83 NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK in Private Colleges and Universities

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CUPA

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120, Washington, D.C. 20036, (202) 462-1038

HE016595

CUPA

1982-83

NATIONAL FACULTY SALARY SURVEY

by

DISCIPLINE AND RANK

in

PRIVATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
Eleven Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608

The College and University Personnel Association is an international network of some 4,000 personnel administrators representing over 1,100 colleges and universities. Through regular and special publications and studies, CUPA aims to keep its members informed of the latest legal, legislative, and regulatory developments affecting personnel administration, as well as trends and innovative policies and practices in the field. Other services include annual conferences, regional meetings, and seminars on timely topics of special interest to the personnel profession.

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This national faculty salary survey has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA), with headquarters in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina, to produce this report.

CUPA president George Evanoff and Gloria White, Vice President for Research and Publications, are to be commended for their support of the need for faculty salary surveys. CUPA Executive Director Stephen Miller ably led the project at every stage and Carin Luke, Managing Editor, helped edit the final report. Thanks go, also, to all of the members of the CUPA Faculty and Staff Relations Council over the past few years for their enthusiasm and insights.

Very special thanks are extended to IBM for funding, in part, this salary survey.

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Ms. Renee Hensley, Graduate Student in Marketing and Management

Mr. Steve Starnes, Graduate Student in History

Ms. Kimberly Barger Teague, Senior in History

M. L. Gilliam, Office of Institutional Research, Oklahoma State University, served as co-director of the project and provided the final crucial link in the effort. This study used his model for both collecting and analyzing the data.

Finally, very special thanks go to those 299 private colleges and university presidents who participated in the study.

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INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred four institutions participated in the 1981-82 national pilot.

This study of faculty salaries by discipline and rank in 299 private colleges and universities is a further step in the planned direction of ultimately surveying annually the faculty salaries of a large percentage of all faculty members in senior colleges and universities in the United States.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are salary data at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this study.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

This survey demonstrates a method for collecting the detailed data that administrators can utilize in their decision-making. Based on the data collected, the user can assess faculty salaries at her or his institution in relation to the perceived marketplace.

SURVEY RESULTS

Methodology

This CUPA 1982-83 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities collected and tabulated full-time salary data for faculty in 61 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981 (see Appendix A). Data for almost 30,000 faculty members at 299 private institutions (see Appendix B) were collected and tabulated in the survey.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulation of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

- SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

- AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.
- HIGH SALARY--the highest salary for any full-time individual of the defined group for which the information is reported.
- LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.
- FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.
- SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.10 for assistant professors of mathematics implies that the average salary for assistant professors of mathematics is 10 percent higher than the average salary of all assistant professors of all institutions.
- NUM--the number of faculty members whose salaries were included to compute the average salary.
- N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.
- PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.
- NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1982. All information for this

group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

The goal of this survey effort and the report was to discuss the development process and to demonstrate the utility of the effort. Although no overall analysis has been undertaken in this report, it is important to illustrate the type of analyses possible using the data available. The following table shows the comparative potential of the data for two disciplines: Business and Management and Communications.

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
DISCIPLINE: BUSINESS & MANAGEMENT MAJOR FIELD: BUSINESS & MANAGEMENT																		
AVERAGE SALARY	36690	263	52	28551	346	81	24275	360	88	23422	50	30	18034	94	42	28186	1063	111
HIGH SALARY	64200			42000			37000			36000			27100			64200		
LOW SALARY	18763			15420			10800			16200			7431			7431		
FAC MIX PCT	0.25			0.33			0.34			0.05			0.09			1.00		
SALARY FACTOR	1.10			1.11			1.15			1.15			1.09			1.10		
DISCIPLINE: COMMUNICATIONS MAJOR FIELD: COMMUNICATIONS																		
AVERAGE SALARY	31064	76	43	25404	117	61	19924	176	78	18079	20	18	14923	72	44	22481	441	112
HIGH SALARY	51700			45100			29217			25000			22496			51700		
LOW SALARY	16680			15420			13750			13750			9900			9900		
FAC MIX PCT	0.17			0.27			0.40			0.05			0.16			1.00		
SALARY FACTOR	0.93			0.99			0.95			0.87			0.91			0.87		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average.

The Business and Management results were computed for about the same number of participating institutions as Communications but for

a much larger number of faculty than were the Communications results.

	NUMF	N/IS
B & M	1063	111
C	441	112

Average Salary. The average salary for every rank in Business and Management is higher than that in Communications:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	36690	28551	24275	23422	18034	28186
C	31064	25404	19924	18079	14923	22481

3. High and Low Salaries. For PROFESSOR, the high and low salaries are higher in Business and Management than in Communications. An examination of each rank value, however, reveals much variation within ranks.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	64200	42000	37000	36000	27100	64200
C	51700	45100	29717	25000	22496	51700

Low Salary:

B & M	18763	15420	10800	16200	7431	7431
C	16680	15420	13750	13750	9900	9900

4. Faculty Mix Percentage. The two disciplines seem dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, 25 percent of all faculty in Business and Management hold the rank of Professor, compared with 17 percent of those in Communications.

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	.25	.33	.34	.05	.08	1.00
C	.17	.27	.40	.05	.16	1.00

It is interesting to note how the faculty mix percentage differs among other disciplines, especially, those "newer" disciplines such as:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
HEALTH PROFESSIONS						
NURSING-BACCALAUREATE & HIGHER PGRMS	.05	.19	.48	.04	.27	1.00
PUBLIC AFFAIRS & SERVICES	.15	.26	.48	.02	.11	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show that for every rank, Business and Management faculty average salary is higher than the overall average salary, while Communications faculty average salary is consistently lower. For example, in Business and Management the average salary of an associate professor is 11 percent above the average salary of all associate professors at all reporting institutions.

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
B & M	1.10	1.11	1.15	1.13	1.09	1.10
C	.93	.99	.95	.87	.91	.87

APPLICATIONS FOR FUTURE USE

The results of this national faculty survey by discipline and rank indicate that both the data retrieval and data analysis methodologies are workable and replicable. This survey was large enough, almost 30,000 faculty, to allow preliminary conclusions about the differences and similarities of faculty salaries between and among disciplines and ranks. At the same time, the data from this survey are limited in their applicability. The participating institutions were of one specific type: private colleges and universities that grant primarily baccalaureate degrees; therefore, any conclusions can be drawn only about this group of institutions.

The survey collected data on 61 of the many disciplines included in the HEGIS Taxonomy or A Classification of Instructional Programs (CIP). Because of the limited number of disciplines in this survey, data about more disciplines would probably be more helpful in propounding budget decisions regarding salary.

The goal of this year's effort was to survey private institutions as to geographical location, enrollment, budget, students (FTE), and/or faculty to enable institutions to compare and contrast faculty salary data according to their interests. For example, if an institution wants to compare itself with ten or more other participating institutions with similar budgets and enrollments; it can do so by requesting a "special study" through CUPA.

CUPA plans to survey the private institutions again next year and hopes to do so in the early fall of 1983 rather than later in the academic year.

In this way it is hoped that line administrators will find the data of more timely use. Further, this fall's anticipated survey will include some 90 disciplines covering all of the CIP program areas.

Your comments, suggestions, and questions are requested and may be directed to CUPA or to the Research Project Director, Dr. Richard Howe.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

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*The numbers after the selected disciplines are "crosswalks" between the New Classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the New Classification and those in parenthesis are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline, of course.

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APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

Adelphi University (NY)
Albertus Magnus College (CT)
Alabama Christian College
Alfred University (NY)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Atlantic Christian College (NC)
Alverno College (WI)
American Graduate School of International Management (AR)
American Technological University (TX)
American University, The (DC)
Anna Maria College (MA)
Aquinas College (MI)
Augustana College (SD)
Aurora College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker University (KS)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KT)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethel College (KS)
Bethune-Cookman College (FL)
Berry College (GA)
Biola University (CA)
Bishop College (TX)
Bloomfield College & Seminary (NJ)
Bluffton College (OH)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryan College (TN)
Bucknell University (PA)
California Baptist College
Calvin College (MI)
Canisius College (NY)
Capital University (OH)
Carnegie-Mellon University (PA)
Catholic University of Puerto Rico
Cedar Crest College (PA)
Cedarville College (OH)
Centenary College (NJ)
Center for Creative Studies-College of Art and Design (MI)
Central College (IA)
Chaminade University of Honolulu (HI)
Clark University (MA)
Clarke College (IA)
Clarkson College of Technology (NY)
Colby College (ME)
Colgate University (NY)
Columbia Bible College (SC)
Columbia College (MO)
Converse College (SC)
College of the Holy Cross (MA)
College of Mount St. Joseph (OH)
College of Notre Dame (CA)
College of Saint Rose, The (NY)
College of Saint Teresa (MN)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of Wooster, The (OH)
College Misericordia (PA)
Concordia College (MN)
Concordia Seminary (MO)
Creighton University (NE)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Davis and Elkins College (WV)
Defiance College, The (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dordt College (IA)
Dowling College (NY)
Drake University (IA)
Drew University (NJ)
Drury College (MO)
Duquesne University (PA)
D'Youville College (NY)
East Texas Baptist College
Eckerd College (FL)
Edward Waters College (FL)
Elmira College (NY)
Emory & Henry College (VA)
Evangel College (MO)
Ferrum College (VA)
Findlay College (OH)

Fontbonne College (MO)
Fort Wayne Bible College (IN)
Franklin College of Indiana
Furman University (SC)
Gallaudet College (DC)
Garnon University (PA)
Gordon College (MA)
Goshen College (IN)
Goucher College (MD)
George Washington University, The (DC)
George Williams College (IL)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Grace Schools, Inc. (IN)
Graceland College (IA)
Gwenedd-Mercy College (PA)
Hamilton College (NY)
Hamline University (MN)
Hampshire College (MA)
Hampton Institute (VA)
Hanover College (IN)
Hartwick College (NY)
Hastings College (NE)
Haverford College (PA)
Heidelberg College (OH)
High Point College (NC)
Hiram College (OH)
Holy Family College (PA)
Hood College (MD)
Hope College (MI)
Huntington College (IN)
Husson College (NE)
Illinois Benedictine College
Illinois College of Optometry
Immaculata College (PA)
Iona College (NY)
Ithaca College (NY)
Jacksonville University (FL)
John Carroll University (OH)
John B. Stetson University (FL)
Kalamazoo College (MI)
Kentucky Wesleyan College
King's College (PA)
Lafayette College (PA)
LaGrange College (GA)
Lakeland College (WI)
Lambuth College (TN)
LaRoche College (PA)
Lehigh University (PA)
LeTourneau College (TX)
Lewis University (IL)
Lincoln Memorial University (TN)
Linfield College (OR)
Loma Linda University (CA)
Loyola College in Maryland (MD)
Luther College (IA)
Lycoming College (PA)
Malone College (NY)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marygrove College (MI)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Maryville College-St. Louis (MO)
Marywood College (PA)
McKendree College (IL)
McMurry College (TX)
Medical College of Wisconsin (WI)
Mercy College of Detroit (MI)
Meredith College (NC)
Merrimack College (MA)
Mid-America Nazarene College (KS)
Midland Lutheran College (NE)
Millikin University (IL)
Minneapolis College of Art and Design (MN)
Molloy College (NY)
Monmouth College (NJ)
Moravian College (PA)
Morris Brown College (GA)
Mount Marty College (SD)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mundelein College (IL)
Nazareth College at Kalamazoo (MI)
Nebraska Wesleyan University (NE)
Northwestern College (MN)
North Carolina Wesleyan College
North Park College (IL)
Notre Dame College (NH)
Oglethorpe University (GA)
Ohio Dominican College (OH)
Oklahoma Baptist University (OK)
Olivet Nazarene College (IL)
Our Lady of the Lake University (TX)
Pacific Lutheran University (WA)
Pacific University, College of Arts and Sciences (OR)
Paine College (GA)
Park College (MO)
Pennsylvania College of Optometry (PA)
Pepperdine University (CA)

Phillips University (OK)
Point Loma College (CA)
Point Park College (PA)
Post College (CT)
Presbyterian College (SC)
Princeton Theological Seminary (NJ)
Principia College (IL)
Quinnipiac College (CT)
Randolph-Macon College (VA)
Randolph-Macon Woman's College (VA)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rice University (TX)
Rider College (NJ)
Rio Grande College (OH)
Robert Morris College (PA)
Rockford College (IL)
Rollins College (FL)
Roosevelt University (IL)
Rosemont College of the Holy Child Jesus (PA)
Rust College (MS)
Sacred Heart University (CT)
Saint Anselm College (NH)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Peter's College (NJ)
Saint Mary's College (IN)
Saint Mary's College (MN)
Saint Mary's College of California (CA)
Saint Vincent College (PA)
Salve Regina--The Newport College (RI)
Sarah Lawrence College (NY)
School of the Ozarks, The (MO)
Seton Hill College (PA)
Seattle Pacific University (WA)
Seattle University (WA)
Shenandoah College and Conservatory of Music (VA)
Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southern Methodist University (TX)
Southwestern College (KS)
Southwestern University (TX)
Stephens College (MO)
St. Edward's University (TX)
St. John's University (NY)
St. Mary's Dominican College (LA)
St. Norbert College (WI)
St. Paul Bible College (MN)
Strayer College (DC)
Suffolk University (MA)
Susquehanna University (PA)
Sweet Briar College (VA)
Syracuse University (NY)
Thomas College (ME)
Transylvania University (KY)
Trinity College (DC)
Trinity College (IL)
Trinity College (VT)
Trinity University (TX)
Tulane University (LA)
Tuskegee Institute (AL)
Unity College (ME)
University of Dayton, The (OH)
University of Denver (CO)
University of Detroit (MI)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Pennsylvania (PA)
University of San Diego (CA)
University of Santa Clara (CA)
University of Scranton (PA)
University of Tampa (FL)
University of the Sacred Heart (PR)
Upsala College (NJ)
Ursuline College (OH)
Vassar College (NY)
Villa Maria College (PA)
Virginia Wesleyan College (VA)
Viterbo College (WI)
Voorhees College (SC)
Wabash College (IN)
Walsh College (OH)
Washington and Jefferson College (PA)
Waynesburg College (PA)
Wentworth Institute of Technology (MA)
Western Conservative Baptist Seminary (OR)
Westmar College (IA)
West Virginia Wesleyan College (WV)
Wheeling College (WV)
Whitman College (WA)
Widener University (PA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wittenberg University (OH)
Worcester Polytechnic Institute (MA)
Xavier University (OH)

TABLE C

THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	28719	6	3	22089	9	7	19816	16	9	22900	3	3	14427	22	7	18972	53	14
HIGH SALARY	45000			34980			25500			25500			20824			45000		
LOW SALARY	22665			16500			12500			19200			9900			9900		
FAC MIX PCT	0.11			0.17			0.30			0.06			0.42			1.00		
SALARY FACTOR	0.86			0.86			0.94			1.11			0.88			0.74		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ENVIRONMENTAL DESIGN, GENERAL

AVERAGE SALARY	26262	11	2	28520	10	3	22296	7	2	17000	1	1				26077	28	5
HIGH SALARY	50925			35000			25425			17000						50925		
LOW SALARY	10000			19200			17000			17000						10000		
FAC MIX PCT	0.39			0.36			0.25			0.04						1.00		
SALARY FACTOR	0.79			1.11			1.06			0.82						1.01		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE

AVERAGE SALARY	34208	47	11	27851	43	10	20499	42	13	20700	15	7	18812	8	2	27263	140	14
HIGH SALARY	50000			43100			30400			30400			22621			50000		
LOW SALARY	10000			19380			14000			14000			15370			10000		
FAC MIX PCT	0.34			0.31			0.30			0.11			0.06			1.00		
SALARY FACTOR	1.02			1.08			0.97			1.00			1.14			1.06		

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA STUDIES

AVERAGE SALARY	38653	28	5	27382	23	9	24120	21	10	22800	5	5	21405	3	2	30437	75	16
HIGH SALARY	62075			34700			27000			27000			22599			62075		
LOW SALARY	27980			19320			19410			20000			19018			19018		
FAC MIX PCT	0.37			0.31			0.28			0.07			0.04			1.00		
SALARY FACTOR	1.16			1.06			1.15			1.10			1.30			1.18		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	30987	441	159	23681	366	159	19737	335	151	18058	40	32	15393	58	27	24864	1200	212
HIGH SALARY	66000			38600			30500			26000			26313			66000		
LOW SALARY	16000			13000			10800			13629			9900			9900		
FAC MIX PCT	0.37			0.31			0.28			0.03			0.05			1.00		
SALARY FACTOR	0.93			0.92			0.94			0.87			0.93			0.97		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BOTANY, GENERAL

AVERAGE SALARY	31066	16	13	22926	14	14	18836	9	9				18600	2	1	24994	41	25
HIGH SALARY	44300			32500			23375						19900			44300		
LOW SALARY	23796			15640			15136						17300			15136		
FAC MIX PCT	0.39			0.34			0.22						0.05			1.00		
SALARY FACTOR	0.93			0.89			0.90						1.13			0.97		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ZOOLOGY, GENERAL

AVERAGE SALARY	27403	28	17	22918	30	21	17957	18	15	18367	3	3	17854	3	3	23185	79	30
HIGH SALARY	39750			32010			21500			21500			19688			39750		
LOW SALARY	18900			17876			14420			15600			15000			14420		
FAC MIX PCT	0.35			0.38			0.23			0.04			0.04			1.00		
SALARY FACTOR	0.82			0.89			0.85			0.89			1.08			0.90		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

AVERAGE SALARY	36690	263	52	28551	346	81	24275	360	88	23422	50	30	18034	94	42	28186	1063	111
HIGH SALARY	64200			42000			37000			36000			27100			64200		
LOW SALARY	18763			15420			10800			16200			7431			7431		
FAC MIX PCT	0.25			0.33			0.34			0.05			0.09			1.00		
SALARY FACTOR	1.10			1.11			1.15			1.13			1.09			1.10		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	37379	117	50	29603	192	81	24026	278	111	21758	44	34	18212	70	48	27414	657	147
HIGH SALARY	77000			50500			41663			34000			31364			77000		
LOW SALARY	18486			15000			13500			15250			14000			13500		
FAC MIX PCT	0.18			0.29			0.42			0.07			0.11			1.00		
SALARY FACTOR	1.12			1.15			1.14			1.05			1.11			1.07		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS MANAGEMENT AND ADMIN

AVERAGE SALARY	36390	247	91	28834	358	116	23684	423	136	23838	74	47	18059	132	69	27338	1160	174
HIGH SALARY	73000			47000			37296			37296			29343			73000		
LOW SALARY	19885			15420			10700			14400			6250			6250		
FAC MIX PCT	0.21			0.31			0.36			0.06			0.11			1.00		
SALARY FACTOR	1.09			1.12			1.13			1.15			1.10			1.06		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: MARKETING AND PURCHASING

AVERAGE SALARY	31873	5	5	28570	3	2	24931	5	3	21500	1	1	25428	1	1	28225	14	6
HIGH SALARY	45780			34000			36360			21500			25428			45780		
LOW SALARY	22500			19010			15568			21500			25428			15568		
FAC MIX PCT	0.36			0.21			0.36			0.07			0.07			1.00		
SALARY FACTOR	0.95			1.11			1.19			1.04			1.54			1.10		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: INSURANCE

AVERAGE SALARY	42620	5	3	31825	4	2	29500	4	2	28000	1	1	15165	2	1	32582	15	5
HIGH SALARY	59000			34000			32000			28000			20460			59000		
LOW SALARY	33000			29200			28000			28000			9900			9900		
FAC MIX PCT	0.33			0.27			0.27			0.07			0.13			1.00		
SALARY FACTOR	1.28			1.24			1.40			1.35			0.92			1.27		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	22876	6	3	21939	25	14	17692	48	27				13926	21	11	18273	100	37
HIGH SALARY	26985			28620			23458						17400			28620		
LOW SALARY	18359			16140			13356						10700			10700		
FAC MIX PCT	0.06			0.25			0.48						0.21			1.00		
SALARY FACTOR	0.69			0.85			0.84						0.85			0.71		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: PERSONNEL MANAGEMENT

AVERAGE SALARY	31856	1	1	27644	8	7	25097	5	4							27035	14	9
HIGH SALARY	31856			34000			31400									34000		
LOW SALARY	31856			19766			19764									19764		
FAC MIX PCT	0.07			0.57			0.36									1.00		
SALARY FACTOR	0.95			1.07			1.19									1.05		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: LABOR AND INDUSTRIAL RELATIONS

AVERAGE SALARY	33668	8	5	30750	2	2	39700	1	1							33686	11	8
HIGH SALARY	48000			32600			39700									48000		
LOW SALARY	23485			28900			39700									23485		
FAC MIX PCT	0.73			0.18			0.09									1.00		
SALARY FACTOR	1.01			1.20			1.89									1.31		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

AVERAGE SALARY	37465	167	74	27777	201	87	23456	245	97	22848	46	37	18882	62	39	27788	675	145
HIGH SALARY	70500			46600			37777			37777			31364			70500		
LOW SALARY	19300			15637			12800			14000			9200			9200		
FAC MIX PCT	0.25			0.30			0.36			0.07			0.09			1.00		
SALARY FACTOR	1.12			1.08			1.12			1.10			1.15			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31064	76	43	25404	117	61	19924	176	78	18079	20	18	14923	72	44	22481	441	112
HIGH SALARY	51700			45100			29717			25000			22496			51700		
LOW SALARY	16680			15420			13750			13750			9900			9900		
FAC MIX PCT	0.17			0.27			0.40			0.05			0.16			1.00		
SALARY FACTOR	0.93			0.99			0.95			0.87			0.91			0.87		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: JOURNALISM (PRINTED MEDIA)

AVERAGE SALARY	31269	28	16	27837	41	20	19424	53	30	18532	11	9	16434	17	12	23926	139	42
HIGH SALARY	44720			37458			29160			22314			20223			44720		
LOW SALARY	19850			19750			12770			13500			13000			12770		
FAC MIX PCT	0.20			0.29			0.38			0.08			0.12			1.00		
SALARY FACTOR	0.94			1.08			0.92			0.89			1.00			0.93		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION MEDIA

AVERAGE SALARY	34619	12	7	26692	19	11	20672	36	17	19000	2	2	17363	12	9	23736	79	27
HIGH SALARY	45000			32750			29873			19500			26483			45000		
LOW SALARY	26538			21800			13500			18500			14000			13500		
FAC MIX PCT	0.15			0.24			0.46			0.03			0.15			1.00		
SALARY FACTOR	1.04			1.04			0.98			0.92			1.05			0.92		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

AVERAGE SALARY	36483	91	43	28439	123	64	23394	196	99	22399	49	35	18512	86	53	26200	496	142
HIGH SALARY	72000			41400			36990			35000			27000			72000		
LOW SALARY	18168			16650			12000			12000			9900			9900		
FAC MIX PCT	0.18			0.25			0.40			0.10			0.17			1.00		
SALARY FACTOR	1.09			1.11			1.11			1.08			1.12			1.02		

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	29693	350	137	23469	398	153	19733	394	154	18103	30	24	16143	91	52	23501	1233	205
HIGH SALARY	56200			38000			32018			23300			27000			56200		
LOW SALARY	14538			2200			12500			12500			8514			2200		
FAC MIX PCT	0.28			0.32			0.32			0.02			0.07			1.00		
SALARY FACTOR	0.89			0.91			0.94			0.87			0.98			0.91		

DISCIPLINE: EDUCATION
MAJOR FIELD: ELEMENTARY EDUCATION, GENERAL

AVERAGE SALARY	25941	54	37	21945	62	39	17894	83	52	16633	4	3	14292	26	18	20525	225	92
HIGH SALARY	39510			34700			27875			19862			17275			39510		
LOW SALARY	14100			14500			12500			14000			11209			11209		
FAC MIX PCT	0.24			0.28			0.37			0.02			0.12			1.00		
SALARY FACTOR	0.78			0.85			0.85			0.80			0.87			0.80		

DISCIPLINE: EDUCATION
MAJOR FIELD: SECONDARY EDUCATION, GENERAL

AVERAGE SALARY	26911	27	24	22251	45	25	18154	26	20	16333	3	2	14150	2	1	22282	100	55
HIGH SALARY	49509			31150			26350			17000			14300			49509		
LOW SALARY	18748			14470			15000			15000			14000			14000		
FAC MIX PCT	0.27			0.45			0.26			0.03			0.02			1.00		
SALARY FACTOR	0.81			0.87			0.86			0.79			0.86			0.87		

DISCIPLINE: EDUCATION
MAJOR FIELD: HIGHER EDUCATION, GENERAL

AVERAGE SALARY	28268	7	5	26333	5	3	22399	8	7	22000	1	1				25436	20	9
HIGH SALARY	36038			34454			28753			22000						36038		
LOW SALARY	19355			17142			16400			22000						16400		
FAC MIX PCT	0.35			0.25			0.40			0.05						1.00		
SALARY FACTOR	0.85			1.02			1.06			1.06						0.99		

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	29912	25	16	22505	36	23	17819	54	33	17000	2	2	16100	16	13	21204	131	51
HIGH SALARY	42600			30690			23270			18000			20460			42600		
LOW SALARY	18750			14000			10800			16000			9900			9900		
FAC MIX PCT	0.19			0.27			0.41			0.02			0.12			1.00		
SALARY FACTOR	0.90			0.88			0.85			0.82			0.98			0.83		

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT PERSONNEL

AVERAGE SALARY	30769	18	12	25092	34	17	21605	17	9	19643	4	3	15792	3	3	25300	72	21
HIGH SALARY	44233			33795			30203			20500			17000			44233		
LOW SALARY	19688			18150			16380			18150			14663			14663		
FAC MIX PCT	0.25			0.47			0.24			0.06			0.04			1.00		
SALARY FACTOR	0.92			0.98			1.03			0.95			0.96			0.98		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

AVERAGE SALARY	36102	22	9	28806	35	6	20924	19	9	22500	4	3	14857	2	2	28586	78	14
HIGH SALARY	53600			36155			27725			24000			15713			53600		
LOW SALARY	19688			18008			16367			20000			14000			14000		
FAC MIX PCT	0.28			0.45			0.24			0.05			0.03			1.00		
SALARY FACTOR	1.08			1.12			0.99			1.09			0.90			1.11		

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION

AVERAGE SALARY	32299	14	8	26128	15	9	17283	21	16	20100	3	3	14043	12	9	22186	62	31
HIGH SALARY	47213			33248			24000			24000			17120			47213		
LOW SALARY	22300			18100			8135			13800			12000			8135		
FAC MIX PCT	0.23			0.24			0.34			0.05			0.19			1.00		
SALARY FACTOR	0.97			1.02			0.82			0.97			0.85			0.86		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL, AND TECHNICAL EDUCATION

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	22652	4	4	20802	7	5	19908	3	2				15612	2	2	20447	16	7
HIGH SALARY	30240			28830			25325						15635			30240		
LOW SALARY	19688			17043			15500						15588			15500		
FAC MIX PCT	0.25			0.44			0.19						0.13			1.00		
SALARY FACTOR	0.68			0.81			0.95						0.95			0.80		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

AVERAGE SALARY	41179	613	33	29923	417	34	26860	332	37	26533	51	19	20621	45	17	33806	1407	38
HIGH SALARY	84500			44000			51000			51000			35000			84500		
LOW SALARY	21000			15000			17250			17500			13200			13200		
FAC MIX PCT	0.44			0.30			0.24			0.04			0.03			1.00		
SALARY FACTOR	1.23			1.16			1.28			1.28			1.25			1.32		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE & APPLIED ARTS

AVERAGE SALARY	28871	142	70	23187	247	97	18898	216	90	18997	28	19	15807	52	36	22421	657	130
HIGH SALARY	48703			32500			31400			24420			24000			48703		
LOW SALARY	16725			8856			11500			11500			9000			8856		
FAC MIX PCT	0.22			0.38			0.33			0.04			0.08			1.00		
SALARY FACTOR	0.86			0.90			0.90			0.92			0.96			0.87		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: ART

AVERAGE SALARY	28996	68	37	22032	66	44	18025	79	48	17250	12	8	14722	15	13	22239	228	78
HIGH SALARY	41227			31625			25100			22000			23499			41227		
LOW SALARY	18000			12210			10497			14000			12000			10497		
FAC MIX PCT	0.30			0.29			0.35			0.05			0.07			1.00		
SALARY FACTOR	0.87			0.86			0.86			0.83			0.89			0.87		

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC (LIBERAL ARTS PROGRAM)

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	28330	366	143	22563	358	142	18623	438	155	18148	43	35	15495	129	77	22155	1291	208
HIGH SALARY	56100			38700			27434			23000			30700			56100		
LOW SALARY	15700			13178			6133			12500			8000			6133		
FAC MIX PCT	0.28			0.28			0.34			0.03			0.10			1.00		
SALARY FACTOR	0.85			0.88			0.89			0.88			0.94			0.86		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

AVERAGE SALARY	29235	67	47	23957	80	47	18754	159	89	18691	30	23	14761	53	39	21280	359	122
HIGH SALARY	49091			33764			28521			40900			23548			49091		
LOW SALARY	18800			16712			8800			12375			8000			8000		
FAC MIX PCT	0.19			0.22			0.44			0.08			0.15			1.00		
SALARY FACTOR	0.88			0.93			0.89			0.90			0.90			0.83		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DANCE

AVERAGE SALARY	29054	10	7	21360	12	9	18816	22	14	19000	1	1	14655	8	7	20732	52	27
HIGH SALARY	42890			26000			25500			19000			20665			42890		
LOW SALARY	20500			17150			13860			19000			8000			8000		
FAC MIX PCT	0.19			0.23			0.42			0.02			0.15			1.00		
SALARY FACTOR	0.87			0.83			0.89			0.92			0.89			0.81		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: APPLIED DESIGN

AVERAGE SALARY	26662	26	9	23028	27	10	18466	35	14	16000	2	2	14667	8	8	21652	96	24
HIGH SALARY	37780			30000			25477			16000			16762			37780		
LOW SALARY	17328			15400			12000			16000			10500			10500		
FAC MIX PCT	0.27			0.28			0.36			0.02			0.08			1.00		
SALARY FACTOR	0.80			0.90			0.88			0.77			0.89			0.84		

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FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31445	363	148	24343	469	163	19635	446	168	16941	49	30	15491	105	59	24016	1383	228
HIGH SALARY	56400			38918			32005			23000			23500			56400		
LOW SALARY	16000			13610			10000			10000			9000			9000		
FAC MIX PCT	0.26			0.34			0.32			0.04			0.08			1.00		
SALARY FACTOR	0.94			0.95			0.93			0.82			0.94			0.93		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROFESSIONS

AVERAGE SALARY	51477	210	14	40869	298	22	31283	426	27	36406	52	11	22044	111	25	37093	1045	34
HIGH SALARY	89000			97000			58800			81800			54000			97000		
LOW SALARY	22300			18011			14050			18000			11374			11374		
FAC MIX PCT	0.20			0.29			0.41			0.05			0.11			1.00		
SALARY FACTOR	1.54			1.59			1.49			1.76			1.34			1.44		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HOSPITAL AND HEALTH CARE ADMIN

AVERAGE SALARY	33229	8	4	30039	14	8	23378	18	10	23880	5	4	16679	4	4	26680	44	15
HIGH SALARY	45600			37000			36200			34000			17565			45600		
LOW SALARY	21383			21800			15000			15000			16300			15000		
FAC MIX PCT	0.18			0.32			0.41			0.11			0.09			1.00		
SALARY FACTOR	1.00			1.17			1.11			1.15			1.01			1.04		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING-BACCALAUREATE & HIGHER PGMS

AVERAGE SALARY	29334	71	41	23716	269	71	19082	673	103	18726	55	33	15742	380	77	19588	1393	108
HIGH SALARY	48050			42400			32400			24000			23980			48050		
LOW SALARY	16083			15420			13000			14151			7800			7800		
FAC MIX PCT	0.05			0.19			0.48			0.04			0.27			1.00		
SALARY FACTOR	0.88			0.92			0.91			0.90			0.96			0.76		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33398	17	9	24952	43	20	19832	39	19	20189	5	4	16633	16	9	23307	115	25
HIGH SALARY	40191			33367			28400			28400			25079			40191		
LOW SALARY	23952			16500			13000			13000			12150			12150		
FAC MIX PCT	0.15			0.37			0.34			0.04			0.14			1.00		
SALARY FACTOR	1.00			0.97			0.94			0.97			1.01			0.91		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

AVERAGE SALARY	27809	19	13	22293	52	26	18423	78	42	18750	2	2	15002	44	32	19610	193	53
HIGH SALARY	37880			30440			27250			19500			21666			37880		
LOW SALARY	16258			16505			13700			18000			10562			10562		
FAC MIX PCT	0.10			0.27			0.40			0.01			0.23			1.00		
SALARY FACTOR	0.83			0.87			0.88			0.90			0.91			0.76		

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

AVERAGE SALARY	30737	190	56	24136	171	46	19492	148	45	17783	20	13	14785	24	18	24778	533	65
HIGH SALARY	54000			35691			28209			23000			17334			54000		
LOW SALARY	15848			13500			14170			15000			11880			11880		
FAC MIX PCT	0.36			0.32			0.28			0.04			0.05			1.00		
SALARY FACTOR	0.92			0.94			0.93			0.86			0.90			0.96		

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH, GENERAL

AVERAGE SALARY	30917	621	186	23591	619	206	19001	549	197	17061	64	47	15327	153	79	23985	1942	245
HIGH SALARY	58600			38674			30203			21800			24935			58600		
LOW SALARY	14350			13740			11000			11000			10815			10815		
FAC MIX PCT	0.32			0.32			0.28			0.03			0.08			1.00		
SALARY FACTOR	0.93			0.92			0.90			0.82			0.93			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32876	28	8	25703	40	16	18796	54	28	19125	4	4	14912	16	14	23204	138	31
HIGH SALARY	45000			33950			30040			23000			22517			45000		
LOW SALARY	20352			14963			10140			16000			10800			10140		
FAC MIX PCT	0.20			0.29			0.39			0.03			0.12			1.00		
SALARY FACTOR	0.98			1.00			0.89			0.92			0.91			0.90		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

AVERAGE SALARY	33970	466	164	24967	459	195	20612	470	184	20641	72	51	16191	131	82	25621	1526	273
HIGH SALARY	68500			41800			33795			32000			25300			68500		
LOW SALARY	18400			14000			10800			13860			9900			9900		
FAC MIX PCT	0.31			0.30			0.31			0.05			0.09			1.00		
SALARY FACTOR	1.02			0.97			0.98			1.00			0.98			1.00		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

AVERAGE SALARY	39245	167	28	27866	91	24	22900	66	16	20786	7	5	15617	13	8	32059	337	42
HIGH SALARY	85000			35500			30750			26000			18857			85000		
LOW SALARY	20100			18460			16200			17000			12000			12000		
FAC MIX PCT	0.50			0.27			0.20			0.02			0.04			1.00		
SALARY FACTOR	1.18			1.08			1.09			1.00			0.95			1.25		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

AVERAGE SALARY	35521	345	117	26430	164	92	21184	149	92	20606	20	17	16090	19	16	29618	677	173
HIGH SALARY	64502			37708			32100			25000			23300			64502		
LOW SALARY	17865			15420			13716			17000			7800			7800		
FAC MIX PCT	0.51			0.24			0.22			0.03			0.03			1.00		
SALARY FACTOR	1.06			1.03			1.01			0.99			0.98			1.15		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32127	492	192	24188	284	156	19698	231	139	18975	48	42	14794	33	28	26648	1040	251
HIGH SALARY	75000			37000			28000			27000			24000			75000		
LOW SALARY	16680			13500			10800			13000			9900			9900		
FAC MIX PCT	0.47			0.27			0.22			0.05			0.03			1.00		
SALARY FACTOR	0.96			0.94			0.94			0.92			0.90			1.04		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY

AVERAGE SALARY	36502	69	30	26519	39	29	21496	54	33	21293	14	10	18789	6	5	28729	168	47
HIGH SALARY	60000			34900			29200			26000			23186			60000		
LOW SALARY	20000			18743			15350			17500			15800			15350		
FAC MIX PCT	0.41			0.23			0.32			0.08			0.04			1.00		
SALARY FACTOR	1.09			1.03			1.02			1.03			1.14			1.12		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

AVERAGE SALARY	31698	449	180	24612	425	191	19592	398	182	19061	65	46	15701	37	30	25264	1309	261
HIGH SALARY	86000			37700			29750			24900			23733			86000		
LOW SALARY	17900			14790			11480			14500			10789			10789		
FAC MIX PCT	0.34			0.32			0.30			0.05			0.03			1.00		
SALARY FACTOR	0.95			0.96			0.93			0.92			0.95			0.98		

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES

AVERAGE SALARY	37495	7	3	26090	12	9	20318	22	14	19000	1	1	14518	5	4	23807	46	18
HIGH SALARY	43828			40097			26620			19000			16040			43828		
LOW SALARY	29491			18950			14200			19000			12000			12000		
FAC MIX PCT	0.15			0.26			0.48			0.02			0.11			1.00		
SALARY FACTOR	1.12			1.01			0.97			0.92			0.88			0.93		

F A C U L T Y S A L A R Y S U R V E Y

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35899	199	45	24645	239	74	20519	246	69	18508	16	11	15516	54	20	25636	738	93
HIGH SALARY	70500			38400			32667			22970			28800			70500		
LOW SALARY	19609			14400			10800			15000			9900			9900		
FAC MIX PCT	0.27			0.32			0.33			0.02			0.07			1.00		
SALARY FACTOR	1.08			0.96			0.98			0.89			0.94			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

AVERAGE SALARY	36498	56	23	25909	72	37	20354	48	25	18090	8	8	14760	2	2	27617	178	55
HIGH SALARY	55000			33000			26000			20000			15060			55000		
LOW SALARY	19915			17750			13909			15750			14460			13909		
FAC MIX PCT	0.31			0.40			0.27			0.04			0.01			1.00		
SALARY FACTOR	1.09			1.01			0.97			0.87			0.90			1.07		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

AVERAGE SALARY	30895	512	196	24751	385	172	19307	243	134	18629	35	27	15264	26	22	26102	1166	250
HIGH SALARY	67000			39703			29500			31100			23355			67000		
LOW SALARY	16000			12288			13399			14000			11000			11000		
FAC MIX PCT	0.44			0.33			0.21			0.03			0.02			1.00		
SALARY FACTOR	0.93			0.96			0.92			0.90			0.93			1.02		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

AVERAGE SALARY	35248	34	16	26341	42	22	21231	24	16	18000	1	1	16500	3	2	27804	103	30
HIGH SALARY	56512			33766			25000			18000			18500			56512		
LOW SALARY	20100			19925			14420			18000			13500			13500		
FAC MIX PCT	0.33			0.41			0.23			0.01			0.03			1.00		
SALARY FACTOR	1.06			1.02			1.01			0.87			1.00			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	32413	253	123	25631	233	123	20195	222	115	18552	44	33	17389	35	25	25928	743	202
HIGH SALARY	60000			39752			31800			26100			23466			60000		
LOW SALARY	16000			14500			13500			13500			12000			12000		
FAC MIX PCT	0.34			0.31			0.30			0.06			0.05			1.00		
SALARY FACTOR	0.97			1.00			0.96			0.90			1.06			1.01		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

AVERAGE SALARY	32514	217	120	24119	282	151	19312	297	148	18841	33	28	15772	37	32	24221	833	223
HIGH SALARY	60000			42000			27000			34200			20085			60000		
LOW SALARY	17700			13000			13000			15000			11000			11000		
FAC MIX PCT	0.26			0.34			0.36			0.04			0.04			1.00		
SALARY FACTOR	0.97			0.94			0.92			0.91			0.96			0.94		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: INTERNATIONAL RELATIONS

AVERAGE SALARY	37188	42	7	29203	20	6	23552	10	5							33076	72	9
HIGH SALARY	55000			36575			34200									55000		
LOW SALARY	27900			22200			19100									19100		
FAC MIX PCT	0.58			0.28			0.14									1.00		
SALARY FACTOR	1.11			1.14			1.12									1.29		

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGY

AVERAGE SALARY	28807	358	127	23757	331	127	19402	284	118	18642	28	23	15700	66	41	23795	1039	187
HIGH SALARY	53000			36155			29700			26136			20570			53000		
LOW SALARY	14328			10860			8988			14500			7896			7896		
FAC MIX PCT	0.34			0.32			0.27			0.03			0.06			1.00		
SALARY FACTOR	0.86			0.92			0.92			0.90			0.95			0.93		

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FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISCIPLINARY STUDIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	30332	22	15	23038	30	15	19348	30	17	16902	4	4	16573	14	6	22613	96	28
HIGH SALARY	37380			33561			31299			20109			20000			37380		
LOW SALARY	20618			13374			15000			15000			13387			13374		
FAC MIX PCT	0.23			0.31			0.31			0.04			0.15			1.00		
SALARY FACTOR	0.91			0.90			0.92			0.82			1.01			0.88		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

AVERAGE SALARY	33391	8631		25718	8861		21033	9409		20723	1235		16474	2463		25697	29364	
HIGH SALARY	89000			97000			58800			81800			54000			97000		
LOW SALARY	10000			2200			6133			10000			6250			2200		
FAC MIX PCT	0.29			0.30			0.32			0.04			0.08			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		